

ABSTRACT

This aim of this study is to examine and analyze the influences of organizational culture, compensation, and career development on employee's turnover intention in Kinderland Preschool. This study used causal research design with quantitative method. Samples were calculated by census method and used non probability sampling. Subjects of this study are 83 academic employees of Kinderland Preschool. Technique of data analysis to test the hypotheses model used linear regression with SPSS version 21. The results summarized as follows: all independent variables (organizational culture, compensation, and career development) partially have a positive and significant influence on the dependent variable (turnover intention) with the significance value $t < 0.05$. There are (1) the influence of organizational culture on Kinderland Preschool employee's turnover intention was 25.9%; (2) the influence of compensation on Kinderland Preschool employee's turnover intention was 32%; (3) the influence of career development on Kinderland Preschool employee's turnover intention was 23.4%; (4) simultaneously organizational culture, compensation, and career development have a positive and significant influence on Kinderland Preschool employee's turnover intention with the significance value of $f < 0.05$ and the amount of simultaneous influence was 43.1%. Therefore, management of Kinderland Preschool should pay attention and ensure that implementing suitable organizational culture, giving competitive compensation, and good and well-planned career development are important to employee's turnover intention in Kinderland Preschool.

MERCU BUANA

Keywords: organizational culture, compensation, career development, employee's turnover intention

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh budaya organisasi, kompensasi, dan pengembangan karir terhadap *turnover intention* karyawan *Kinderland Preschool*. Penelitian ini menggunakan desain kausal dengan metode kuantitatif. Sampel dihitung dengan metode sensus dan menggunakan *non probability sampling*. Subjek penelitian ini adalah 83 karyawan akademik *Kinderland Preschool*. Teknik analisis data untuk menguji model hipotesis melalui regresi linier dengan aplikasi SPSS versi 21. Dari hasil penelitian diketahui bahwa: secara parsial seluruh variabel bebas (budaya organisasi, kompensasi, dan pengembangan karir) berpengaruh positif dan signifikan terhadap variabel terikat (*turnover intention*) karena nilai signifikansi $t < 0,05$. Adapun (1) besar pengaruh budaya organisasi terhadap *turnover intention* karyawan *Kinderland Preschool* sebesar 25,9%; (2) besar pengaruh kompensasi terhadap *turnover intention* karyawan *Kinderland Preschool* sebesar 32%; (3) besar pengaruh pengembangan karir terhadap *turnover intention* karyawan *Kinderland Preschool* sebesar 23,4%; (4) secara simultan (bersama-sama) budaya organisasi, kompensasi, dan pengembangan karir berpengaruh positif dan signifikan terhadap *turnover intention* karyawan *Kinderland Preschool* karena nilai signifikansi $f < 0,05$ dan besar pengaruh simultannya sebesar 43,1%. Oleh karena itu, manajemen *Kinderland Preschool* harus memberikan perhatian dan memastikan bahwa penerapan budaya organisasi yang cocok dengan karyawan, pemberian kompensasi yang kompetitif, dan pengembangan karir yang baik dan terencana merupakan hal yang penting dalam hal *turnover intention* karyawan.

Kata kunci: budaya organisasi, kompensasi, pengembangan karir, *turnover intention* karyawan